

Board of Industrial Relations

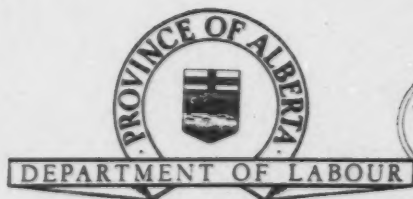
BULLETIN

ON THE BOARD'S ACTIVITIES

JANUARY 1st TO MARCH 31st, 1967



ISSUED BY



EDMONTON

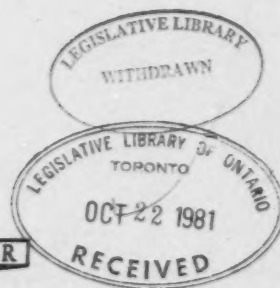


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STATISTICAL INFORMATION

BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of January 1st, 1967 to March 31st, 1967.

Parts I to IV of the Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO IV INCLUSIVE 1967.

Number of Board Meetings (including Public Hearings)	16
Number of Inspections	13,625
Number of Business Places Inspected	3,582
Number of Employees Affected	2,124

SETTLEMENTS MADE:

Overtime Arrears	\$18,577.57
Vacation Pay Orders	19,221.17
Non-Payment of Wages Due	19,145.27
Under-Payment of Wages Due	3,112.36
General Holidays	<u>9,898.64</u>
TOTAL	\$69,955.01

Number of Employees Affected by

above Settlements:

MALE	1,577
FEMALE	<u>547</u>
TOTAL	2,124

Number of Complaints Received

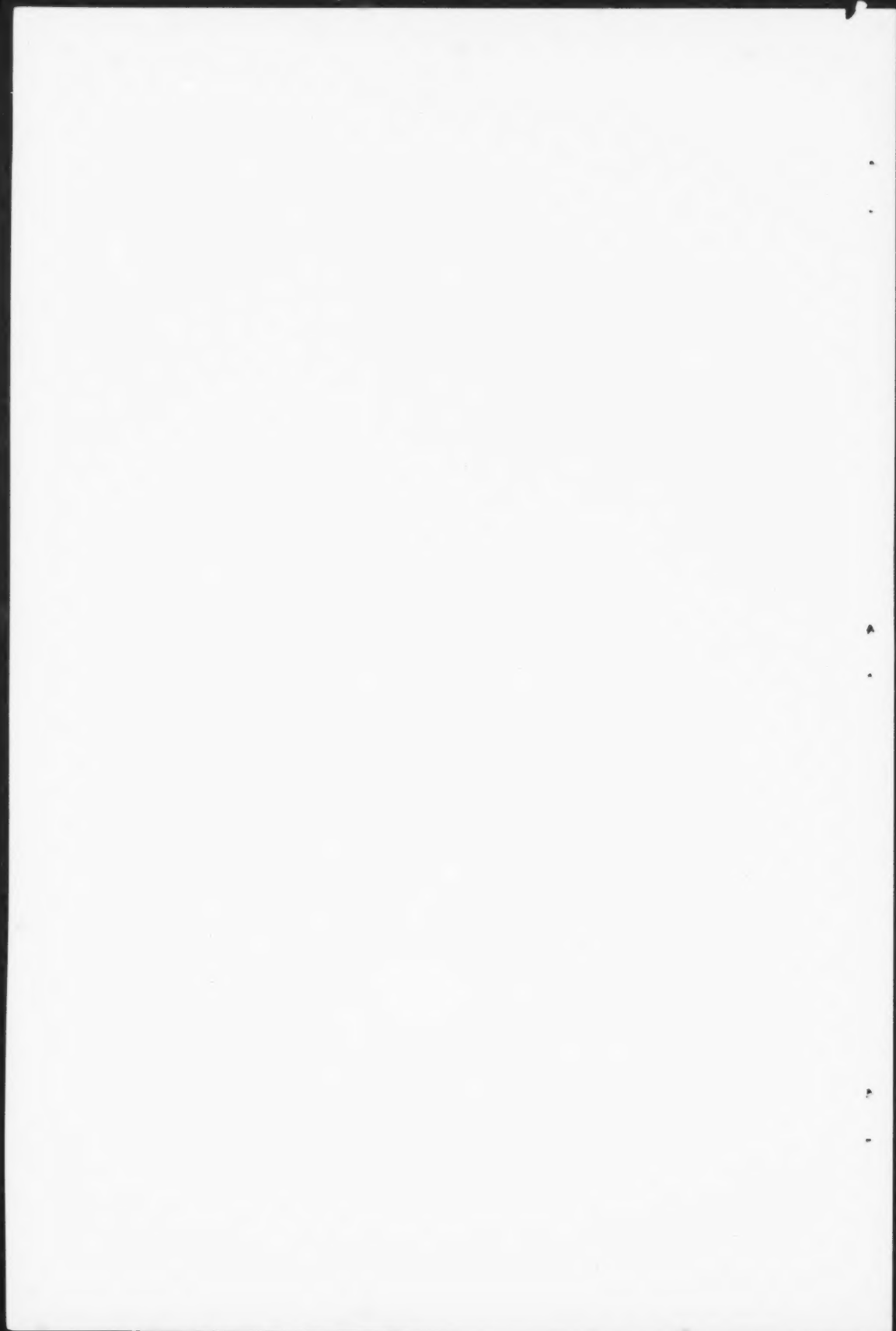
2,525

Number of Employees for whom Weekly
Increases Obtained to at least the
Minimum Wage:

MALE	32
FEMALE	<u>83</u>
TOTAL	115

Amount of Weekly Increase
Obtained for above Employees:

MALE	\$276.66
FEMALE	<u>223.98</u>
TOTAL	\$500.64



INDUSTRIAL STANDARDS:

Number of Schedules	17
Number of Inspections	31
Number of Interviews	72
Number of Complaints	12
Number of Special Inspections Or Investigations	12

PROSECUTIONS:

Charges Carried Forward From Previous Period	159
Number of Charges Entered	52
Convictions	38
Withdrawals	20
Dismissals	26
Committals	0
Warrants Executed	2
Pending Appeals - Against Crown	0
- For Crown	0
Amount of Fines Assessed	\$665.00
Amount of Costs Assessed	125.60
Failure to Comply with Magistrate's Order	24

AMOUNTS DEDUCTIBLE:

Minimum Wage	\$ 222.50
Wage Arrears	7,337.74
Vacation Pay	5,673.13
General Vacation Pay	349.75

SUMMARY OF COURT CASES-BOARD OF INDUSTRIAL RELATIONS

Charges laid for infractions of
The Alberta Labour Act and Ordinance

JANUARY 1, 1967 to MARCH 31, 1967

	FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition		New Cases this Period and Disposition		CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
					No.	Balance	Completed	Balance						
Sec. 10(4) Failure to Produce Records	\$ 50.00	\$ 10.60	60	\$	2	0	2	2	2					0
Sec. 11 Failure to Maintain or Produce Records	160.00	19.80	180		5	0	5	3	5		3			2
Sec. 29 Minimum Wages	60.00	6.60	10	222.50	7	4	7	4	4		1			7
Sec. 41 Failure to Pay Wages	174.00	34.00	98	7,337.74	41	23	41	18	15	6	3		2	29
Sec. 41(6) Failure to Pay Order					13	10	13	3	2	2	2			12
Sec. 42 Vacations With Pay	190.00	51.50	93	5,673.13	57	39	57	18	19	8	5			47
Sec. 42(6) Failure to Pay Order or Fines and Costs.					7	5	7	2	2	2	2			7
Sec. 126 General Holiday Pay	31.00	3.30	32	349.75	27	18	27	9	5	5	4			23
	\$665.00	\$125.80	473	\$13,583.12	159	60	159	60	52	28	20		2	127

BOARD OF INDUSTRIAL RELATIONS

LAUREL MILVARK REPORT

QUARTERLY REPORT PERIOD MARCH 31, 1967

	<u>HOUSEKEEPING</u>	<u>TOILET & BATHROOMS</u>	<u>DINING ROOM</u>	<u>BEAT</u>
Instructions outstanding as of December 31st, 1966	10	27	5	1
Instructions issued as of January 1st, 1967.	1	2	2	-
TOTAL	11	29	7	1
Completed Instructions as of March 31st, 1967.	2	6	1	-
Instructions outstanding as of March 31st, 1967.	9	23	6	1
Number of Females involved in instruc- tions issued.	2			
Number of males involved in instruc- tions issued	251			

Jan. 1-67 to
Dec. 31-67

CERTIFICATION

Applications Granted	38
Applications Refused	7
Applications Returned	5
Applications Withdrawn	0
Applications Pending	0

REVOCATION OF CERTIFICATION

Certification Revoked	2
Applications Refused	1
Applications Returned	0
Applications Pending	0

CONCILIATION

Settled in Conciliation	11
Referred to Conciliation Board	5
Pending	70
Cancelled	0

CONCILIATION BOARD

Unanimous Awards	6
Majority Awards	1
Dissent by Employer's Member	0
Dissent by Employee's Members	1
Acceptance by both Parties	3
Acceptance by Employers only	-
Acceptance by Employees only	-
Rejection by both Parties	1
Rejection of Unanimous Awards by both parties	-

VOTES

Re: Conciliation Board Awards	4
Re: Appointment of a Mediating Agent	6
Re: Revocation of Certification	0
Re: Strike Action In Favour	1
Against	0
Re: Section 104 of The Alberta Labour Act	0

STRIKES

After Provisions of The Alberta Labour Act complied with	0
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THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

I S S U E D

JANUARY 1st, 1967 TO MARCH 31st, 1967.

1. United Brotherhood of Carpenters and Joiners of America, Local Union 1777 and 2103, Calgary and Premier Land Developments Ltd., and Sterner Management Ltd., Calgary. (A Joint Venture).

UNIT: "All Carpenter foremen, carpenters and carpenter apprentices."

Number of Employees in Unit: 2
Certificate Number: 1-67
Issued January 3rd, 1967.

2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary and Purity Dairy Limited, Lethbridge.

UNIT: "All employees except office staff, supervisory employees employed only as such and automotive mechanics."

Number of employees in Unit: 55
Certificate Number: 2-67
Issued January 13th, 1967.

3. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and the Coachman Motor Inn Ltd., Edmonton.

UNIT: "All employees who mix and serve alcoholic beverages in the Redhorse Lounge, the Brass Lantern Dining Lounge and the Crazy Horse Dining Lounge including the hostess and excluding all those with the right to hire and fire."

Number of employees in Unit: 19
Certificate Number: 3-67
Issued January 16th, 1967.

4. Canadian Union of Public Employees, Local Union 1021, Good Samaritan Auxiliary Hospital Employees, Edmonton and the Good Samaritan Auxiliary Hospital, Edmonton.

UNIT: "All employees including those engaged in a managerial or administrative position, in a confidential capacity in matters of labour relations, and in a professional or a para-medical position such as nurse, certified nursing aide, physio-therapist, occupational therapist, medical record librarian and a student undergoing training in such fields."

Number of employees in Unit: 143
Certificate Number: 4-67
Issued January 18th, 1967.

5. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary and Compass Construction, Calgary.

UNIT: "All painters, foremen, apprentices."

Number of employees in Unit: 3
Certificate Number: 5-67
Issued January 18th, 1967.

6. Retail, Wholesale and Department Store Union, Local 970, Calgary and General Bakeries Ltd., Division of Inland Bread, Calgary.

UNIT: "All truck salesman and service truck drivers, employed by the company at Calgary, Alberta, save and except office staff, plant and production employees, managers, supervisors, and those with the authority to hire and fire."

Number of employees in Unit: 23
Certificate Number: 6-67
Issued January 20th, 1967.

7. Canadian Union of Public Employees, Local Union 1032, Brooks, and the County of Newell No. 4, Brooks, Alberta.

UNIT: "All employees excluding teachers, school bus drivers, office staff, agricultural service board field men and those with the right to hire and fire."

Number of employees in Unit: 32
Certificate Number: 7-67
Issued January 23rd, 1967.

8. Caproco Employees' Association, Edmonton and Caproco Corrosion Prevention Ltd., Edmonton, Alberta.

UNIT: "All employees of the company excepting office staff, technicians, salesman and persons with the right to hire and fire."

Number of employees in Unit: 14
Certificate Number: 8-67
Issued January 27th, 1967.

9. Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton and Chevron Standard Limited, Calgary.

UNIT: "All employees at the Davis Operating Committee Gas Plant, save and except those above the rank of foreman, foreman and clerical staff."

Number of employees in Unit: 22
Certificate Number: 9-67
Issued February 1st, 1967.

10. Glass Town Office Workers Local No. 224, Medicine Hat and Dominion Glass Company Limited, Redcliff.

UNIT:

"Office workers employed in the time office: the gas office of the Canadian Western Lumber Fuel Company Ltd., 10 - 3rd Street N. E., Redcliff, Alberta; packing department, main office including the drafting and sales department; excluding those exercising managerial functions or employed in a confidential capacity in matters relating to labour relations and outside salesman."

Number of employees in Unit: 21
Certificate Number: 10-67
Issued February 2nd, 1967.

11. International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 720, Edmonton and Brittain Steel Erectors Ltd., Edmonton.

UNIT:

"All employees engaged in erection of structural steel, installation of miscellaneous iron, field fabrication, welding machinery moving and rigging work, excluding clerical staff and superintendents with the right to hire and fire."

Number of employees in Unit: 8
Certificate Number: 11-67
Issued February 2nd, 1967.

12. International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 725, Calgary and C.F. Steel & Machinery Ltd., Calgary.

UNIT:

"All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron, and all employees who do machinery moving and rigging and all welders connected with the above within the trade jurisdiction of the union."

Number of Employees in Unit: 7
Certificate Number: 12-67
Issued February 7th, 1967.

13. The Stony Plain Municipal District Employees Association, Stony Plain and the Municipal District of Stony Plain #24, Stony Plain.

UNIT:

"All employees of the Municipal District of Stony Plain #24, excepting office staff and supervisory personnel with an unrestricted right to hire and fire."

Number of employees in Unit: 30
Certificate Number: 13-67
Issued February 7th, 1967.

14. The Association of Employees of Engineered Plastics, Edmonton and Engineered Plastics Ltd., Edmonton.

UNIT:

"All hourly rated employees excluding management, office and sales staff."

Number of employees in Unit: 13
Certificate Number: 14-67
Issued February 13th, 1967.

15. International Association of Bridge, Structural and Ornamental Iron Workers, Local 735, Calgary and Great West Steel Industries (Southern) Ltd., Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron, and all employees who do machinery moving and rigging and all dollers connected with the above within the trade jurisdiction of the union."

Number of employees in Unit: 3
Certificate Number: 15-67
Issued February 13th, 1967.

16. United Brotherhood of Carpenters and Joiners of America, Millwrights' Local Union 1275, Calgary and Lockertis & Hole Western Ltd., Calgary.

UNIT: "Millwright foreman, millwrights and millwright apprentices."

Number of Employees in Unit: 2
Certificate Number: 16-67
Issued February 22nd, 1967.

17. United Brotherhood of Carpenters and Joiners of America, Local 246, Lethbridge, and Ton's Construction Ltd., Lethbridge.

UNIT: "Carpenters, carpenter's foreman and carpenter's apprentices."

Number of employees in Unit: 2
Certificate Number: 17-67
Issued February 22nd, 1967.

18. Truckers, Cartage-men, Construction and Building Material Employees Local Union No. 362, Calgary and Cromdale Beverly Cabs Ltd., Edmonton.

UNIT: "All drivers driving taxi cabs for Cromdale Beverly Cabs Ltd., excluding office personnel and supervisors."

Number of employees in Unit: 25
Certificate Number: 18-67
Issued February 24th, 1967.

19. Truckers, Cartage-men, Construction and Building Material Employees Local Union No. 362, Calgary and City Cab Co. Ltd., Edmonton.

UNIT: "All drivers driving taxi cabs for City Cab Co. Ltd., Edmonton."

Number of employees in Unit: 205
Certificate Number: 19-67
Issued February 24th, 1967.

20. Red Carriers, Building and General Laborers Union No. 93, Edmonton, and R. Holzer Construction, Edmonton.

UNIT: "Laborers when employed as shapers, turners, chippersons, fixers, vibrator men, grinder operators, jackhammer men, brickmen, pump tender, tubular scaffolds - general laborers, power line operators, pipe layers (non-metallic), laborers tending all crafts including mixing, handling, and conveying of all material used by the crafts."

Number of employees in Unit: 2
Certificate Number: 20-67
Issued February 24th, 1967.

21. Construction and General Laborers' Union, Local 1111, Calgary and Julian Construction Ltd., Calgary.

UNIT: "All laborers when employed as laborers, plasterers' helpers, labor foreman, jackhammer men, concrete laborers, mortar mixers, pipe layers doing sewer and water work and light truck drivers."

Number of employees in Unit: 2
Certificate Number: 21-67
Issued February 24th, 1967.

22. Canadian Union of Public Employees, Local 192, Calgary and the City of Calgary, Calgary.

UNIT: "Health inspectors, dental hygienists, laboratory technicians, nursing assistants, dental assistants, nursing aides and all clerical staff of the City of Calgary, Health Department."

Number of employees in Unit: 45
Certificate Number: 22-67
Issued February 24th, 1967.

23. United Brotherhood of Carpenters and Joiners of America, Local Union 1779 and 2103, Calgary and Julian Construction Ltd., Calgary.

UNIT: "Carpenter foreman, carpenters and carpenter apprentices."

Number of employees in Unit: 2
Certificate Number: 23-67
Issued February 24th, 1967.

24. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 and 2103, Calgary and Cascade Builders, Ltd., Calgary.

UNIT: "Carpenter foreman, carpenters and carpenter apprentices."

Number of employees in Unit: 5
Certificate Number: 24-67
Issued February 27th, 1967.

25. United Brotherhood of Carpenters and Joiners of America, Local Union 1779 and 2103, Calgary and E. K. Juhl Contract Corporation, Montreal, Quebec.

UNIT: "Carpenter foreman, carpenters and carpenter apprentices."

Number of employees in Unit: 2
Certificate Number: 25-67
Issued February 27th, 1967.

26. United Steelworkers of America, Local 6034, Calgary and Prudential Steel Ltd., Calgary.

UNIT: "All employees of the company at its Calgary plants, excepting office and clerical staff, foremen, and supervisors with authority to hire and/or fire."

Number of employees in Unit: 76
Certificate Number: 26-67
Issued March 6th, 1967.

27. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Redden Construction Ltd., Edmonton.

UNIT: "Carpenters, carpenter apprentices and carpenter foremen."

Number of employees in Unit: 15
Certificate Number: 27-67
Issued March 13th, 1967.

28. Edmonton Printing Pressmen and Assistants' Union, No. 255, Edmonton and Custom Printers & Stationers Ltd., Edmonton.

UNIT: "Employees in the pressroom(s) (letterpress and offset), offset camera, platemaking and preparatory departments."

Number of employees in Unit: 3
Certificate Number: 28-67
Issued March 13th, 1967.

29. Edmonton Printing Pressmen and Assistants' Union, NO. 255, Edmonton and Industrial Printing & Litho Ltd., Edmonton.

UNIT: "Employees of the pressroom (letterpress and offset), camera and platemaking departments."

Number of employees in Unit: 3
Certificate Number: 29-67
Issued March 13th, 1967.

30. Alberta Association of Registered Nurses, Edmonton and the Sturgeon Health Unit No. 14, St. Albert, Alberta.

UNIT: "All public health nurses with the exception of the senior nurse employed by the Sturgeon Health Unit No. 14."

Number of employees in Unit: 10
Certificate Number: 30-67
Issued March 13th, 1967.

31. Retail Clerks International Association, Local 307, Calgary and the Alberta Giftware Market, Calgary.

UNIT: "All employees whether full or part-time employed in the stores owned and/or operated, leased or sub-leased by the employer in the City of Calgary and its adjacent suburbs, excluding general manager, location manager, secretary and public relations personnel."

Number of employees in Unit: 15
Certificate Number: 31-67
Issued March 14th, 1967.

32. International Woodworkers of America, Local Union 1-207, Edmonton and Nelson Lumber Company Ltd., Edmonton.

UNIT: "All employees of the company employed in and in connection with their operation in Edmonton, Alberta, excluding office and clerical staff, sales staff, store and hardware staff, foreman, those who have the rank of Foreman and those employed solely in field construction."

Number of employees in Unit: 77
Certificate Number: 32-67
Issued March 15th, 1967.

33. Edmonton Printing Pressmen and Assistants' Union, No. 255, Edmonton and A.D.C. Press, Edmonton.

UNIT: "All employees of the pressroom (Letterpress and Offset)."

Number of employees in Unit: 2
Certificate Number: 33-67
Issued March 15th, 1967.

34. Building Services Employees' Union, Local Union No. 3231, Edmonton and Edmuntown General Hospital, Edmuntown.

UNIT: "All employees excluding those engaged in a managerial or administrative position, in a confidential capacity in matter of labour relations, and in a professional or a para-medical position such as nurse, certified nursing aide, physio-therapist, occupational therapist, medical record librarian and a student undergoing training in such fields."

Number of employees in Unit: 27
Certificate Number: 34-67
Issued March 16th, 1967.

35. Building Services Employees' Union, Local Union No. 3231, Edmonton and the Edmuntown General Hospital, Edmuntown.

UNIT: "All employees excluding those engaged in a managerial or administrative position, in a confidential capacity in matter of labour relations, and in a professional or a para-medical position such as nurse, certified nursing aide, physio-therapist, occupational therapist, medical record librarian and a student undergoing training in such fields."

Number of employees in Unit: 23
Certificate Number: 35-67
Issued March 16th, 1967.

36. Retail Chain Union, Local No. 101, Edmonton and Bay's Food Stores Ltd., Edmonton.

UNIT:

"All employees employed in the stores owned and/or operated by the employer in the Greater Edmonton area, except office employees, those in the meat sections and location managers."

Number of employees in Unit:

11

Certificate Number:

36-67

Issued March 22nd, 1967.

37. Retail Chain Union, Local No. 101, Edmonton and Bay's Food Stores Ltd., Calgary.

UNIT:

"All employees employed in the stores owned and/or operated by the employer in the greater Calgary area, except office employees, those in the meat sections and location managers."

Number of employees in Unit:

12

Certificate Number:

37-67

Issued March 22nd, 1967.

38. United Brotherhood of Carpenters and Joiners of America, Local Unions 1772 and 2102, Calgary and Paul and Leitch (Calgary) Ltd., Calgary.

UNIT:

"Carpenter foremen, carpenters and carpenter apprentices."

Number of employees in Unit:

3

Certificate Number:

38-67

Issued March 22nd, 1967.

- Referred to sub. Cts., 1977; Minority voted against.

6. United Brotherhood of Carpenters and Joiners of America, Local 1946, Lethbridge and Henry Hardy Construction, Lethbridge.

UNIT: "Carpenters, Carpenter's foreman, all carpenter's apprentices and all carpenter's helpers who work with carpenters and do carpenter's work for the purpose of learning the carpenter's trade."

Refused March 9th, 1967. Not a majority selection.

7. Shewan Medical Employees Association (Alberta Division), Calgary and Shewan Medical, Calgary, Alberta.

UNIT: "All employees of the company excluding those in a confidential capacity and those with the right to hire and/or fire, excluding office staff and/or salesman."

Refused April 6th, 1967. The Application is not a proper bargaining agent for the unit of employees described in the Application for Certification.

3. 1911.

1911:

Will be a very good year for the
country. The weather is very good
and the crops are very good. The
people are very happy and the
country is very peaceful. The
government is very good and the
people are very happy. The
country is very peaceful and the
government is very good. The
people are very happy and the
country is very peaceful.

Received March 12th, 1911.

No. of copies in all the States.

THE ALBERTA LABOUR ACT
APPLICATIONS FOR REVOCATION

I S S U E D

JANUARY 1st, 1967 TO MARCH 31st, 1967.

1. Lethbridge and District Janitors, Handymen and School Van Drivers, Local Union 290, C.U.P.E., Lethbridge and Cardston School Division No. 2, Cardston.

UNIT: "All employees engaged in the caretaking and cleaning of schools in the Division."

Number of employees in Unit: 15
Issued January 4th, 1967.
Certificate Number: 1-66

2. Brotherhood of Painters, Decorators and Paperhangers of America, Glaziers and Glassworkers Local Union No. 1900, Edmonton and Alberta Glass Products Limited, Edmonton;

UNIT: "All employees except supervisory staff, office staff and salesmen."

Number of employees in Unit: 6
Issued March 30th, 1967.
Certificate Number: 2-66

THE ALBERTA LABOUR ACT

APPLICATIONS FOR REVOCATION

REFUSED

JANUARY 1st, 1967 TO MARCH 31st, 1967.

1. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local No. 488, Edmonton and Chencell (1963) Limited, Edmonton.

UNIT:

"Pipefitters, plumbers, steamfitters, gasfitters, instrument fitters, pipe welders and their respective apprentices and/or helpers."

Certificate Number:
Issued January 12, 1967.

15-54

Refused:- No employees

THE ALBERTA LABOUR ACT

APPLICATIONS FOR ASSIGNMENTS TO CERTIFICATIONS

G R A N T E D

JANUARY 1st, 1967 TO MARCH 31st, 1967.

1. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 957, Edmonton and United Imperial Cabs Limited, Calgary.

UNIT:

"All employee drivers and dispatchers' excluding those employees who are employed on a part time basis and employed elsewhere regularly and employees in supervisory positions with the right to hire and fire or change the status of employees."

Amended certificate by substituting above new unit.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

REFUSED

JANUARY 1st, 1967 TO MARCH 31st, 1967.

1. Edmonton Printing Pressmen and Edmonton Printers Co. Ltd., Edmonton and Sterling Printers Co. Ltd., Edmonton.

Refused March 17th, 1967: Board advised an application for certification be filed.

TRANSFER OF JURISDICTION

JANUARY 1st, 1967 TO MARCH 31st, 1967.

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THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING

DECEMBER 31ST, 1967

<u>DISPUTE</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. The Calgary Separate School Board and The Alberta Teachers' Association.	R.H.R. CLEMENT	SETTLED

BASIS FOR SETTLEMENT

1. Basic Salary Schedule

Steps	A	B	C	D	E	F
1	-	\$3,950	\$4,500	\$5,650	\$6,100	\$6,550
2	3,700	4,250	4,800	6,000	6,450	6,900
3	4,000	4,550	5,100	6,250	6,800	7,250
4	4,300	4,850	5,400	6,700	7,150	7,600
5	4,600	5,150	5,700	7,100	7,550	8,000
6	4,900	5,450	6,000	7,500	7,950	8,400
7	5,200	5,750	6,300	7,900	8,350	8,800
8	5,500	6,050	6,600	8,300	8,750	9,200
9	5,800	6,350	6,900	8,700	9,150	9,600
10	6,100	6,650	7,200	9,100	9,550	10,000
11				9,500	9,950	10,400
12				9,900	10,350	10,800

2. Steel Company of Canada Ltd., Premier Works - Plant #1, Edmonton and the United Steel- Workers of America, Local 5220.	H.J.H. LIBKE	SETTLED
--	--------------	---------

BASIS FOR SETTLEMENT

WAGES

- Effective on September 1, 1966, and continuing to August 31, 1967, the Standard Hourly Rate for Job Class 1 shall be increased by thirteen cents (13¢) and shall be two dollars and thirteen cents (\$2.13) and the increment between job classes shall be increased by three-tenths of one cent (3/10¢)
- Effective on September 1, 1967, and continuing to August 31, 1968, the Standard Hourly Rate for Job Class 1 shall be increased by thirteen cents (13¢) and shall be two dollars and twenty-six cents (\$2.26) and the increment between job classes shall be increased by five-tenths of one cent (5/10¢) and shall be six and eight-tenths cents (6 8/10¢)
- Effective on September 1, 1968, and continuing to August 31, 1969, the Standard Hourly Rate for Job Class 1 shall be increased by ten cents (10¢) and shall be two dollars and thirty-six cents (\$2.36) and the increment between job classes shall be increased by two-tenths of one cent (2/10¢) and shall be seven cents (7¢)

DURATION OF AGREEMENT

This Agreement shall be effective from September 1, 1966, until August 31, 1969, and thereafter from year to year unless written notice of intent to terminate or amend the Agreement at the expiration of any yearly period is given by either party to the other party during the period beginning on

2 Con't.

June 1st, and ending on July 31st of any year after 1968.

- | | | | |
|----|---|--------------|---------|
| 3. | Dominion Stores Ltd., Calgary and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373. | H. N. GRAHAM | SETTLED |
|----|---|--------------|---------|

BASIS FOR SETTLEMENT

The same as the settlement in No. 7 below

- | | | | |
|----|--|--------------|---------|
| 4. | Loblaws Groceries Ltd., Calgary and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373 | H. N. GRAHAM | SETTLED |
|----|--|--------------|---------|

BASIS FOR SETTLEMENT

The same as the settlement in No. 7 below

- | | | | |
|----|--|--------------|---------|
| 5. | Canada Safeway Stores, Calgary and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373. | H. N. GRAHAM | SETTLED |
|----|--|--------------|---------|

BASIS FOR SETTLEMENT

The same as the settlement in No. 7 below

- | | | | |
|----|--|--------------|---------|
| 6. | Modern Foods Ltd., Calgary and the Amalgamated Meat Cutters of North America, Local 373. | H. N. GRAHAM | SETTLED |
|----|--|--------------|---------|

BASIS FOR SETTLEMENT

The same as the settlement in No. 7 below

- | | | | |
|----|---|--------------|---------|
| 7. | Mount Cal Foods (I.G.A.), Calgary and the Amalgamated Meat Cutters of North America, Local 373. | H. N. GRAHAM | SETTLED |
|----|---|--------------|---------|

BASIS FOR SETTLEMENT

WAGES - Increases General

Male:

Effective 16 Aug. 1966 an increase of twenty (20) cents per hour
Effective 17 Apr. 1967, an increase of ten (10) cents per hour
Effective 11 Dec. 1967, an increase of ten (10) cents per hour

Female:

Effective Aug. 16, 1966 an increase of fifteen (15) cents per hour
Effective 17 Apr. 1967, an increase of ten (10) cents per hour
Effective 11 Dec. 1967, an increase of ten (10) cents per hour

TERM OF AGREEMENT

Two (2) years, from August 16, 1966 to August 15, 1968.

- | | | | |
|-----|---|--------------|--------------------|
| 8. | Stedelbauer, Chevrolet, Oldsmobile Ltd. and the Sheet Metal, Auto Body, Motor Mechanics and Allied Production Workers, Local Union No. 414. | W. A. DRYER | PENDING |
| 9. | Calgary Typographical Union, Local 449, and Aircraft Printing Co. Ltd., Calgary. | J. R. HUTTON | CONCILIATION BOARD |
| 10. | Calgary Typographical Union Local 449 and Albertan Publishing Co. Ltd., Calgary. | J. R. HUTTON | SETTLED |

BASIS FOR SETTLEMENT

TERM OF AGREEMENT

Two (2) years, from November 1, 1966 to October 31, 1968

SCALE OF PRICES

Effective November 1, 1966	-	ten (10) cents per hour increase across the board
Effective May 1, 1967	-	nine (9) cents per hour increase across the Board
Effective November 1, 1967	-	ten (10) cents per hour increase across the board
Effective May 1, 1968	-	nine (9) cents per hour increase across the board

- | | | | |
|-----|--|--------------|---------|
| 11. | Revelstoke Building Materials Ltd. and the International Woodworkers of America, Local 1-206 | J. R. HUTTON | SETTLED |
|-----|--|--------------|---------|

BASIS FOR SETTLEMENT

WAGES

Effective November 15, 1966:-	an increase of ten (10) cents per hour, across the board
Effective March 1, 1967:-	an increase of five (5) cents per hour, across the board
Effective November 15, 1967:-	an increase of twenty (20) cents per hour, across the board

STATUTORY HOLIDAYS

Effective in 1966 -	inclusion of "Thanksgiving Day".
Effective in 1967 -	inclusion of "Boxing Day".

GENERAL PROVISIONS

All employees shall be entitled to two (2) ten (10) minute rest periods during each regular shift provided that if the Plant breaks down reasonably prior to the rest period then the rest period can be taken during the break-down.

M.S.I. GROUP PLAN

With the consent of each employee, the Company will recognize an M.S.I. Group in the same manner as at Blairmore Sawmills Ltd. at no cost to the Company.

DURATION OF AGREEMENT

Two (2) years, from November 15, 1966 to November 14, 1968.

- | | | | |
|-----|---|----------------|-----------------------|
| 12. | Brenster Transport Co.
Ltd., Banff, Alberta and
the Amalgamated Transit
Union, Division 1374. | R.H.R. CLEMENT | CONCILIATION
BOARD |
| 13. | Canadian Dressed Meats
(Lethbridge) Limited and
the United Packinghouse,
Food and Allied Workers,
Local 1104. | J.R. HUTTON | SETTLED |

BASIS FOR SETTLEMENT

WAGES

Effective November 1, 1966-	Thirty and one-half (30½) cents per hour increase across the board.
Effective April 1, 1967-	Five (5) cents per hour increase across the board.
Effective November 1, 1967-	Twenty (20) cents per hour increase across the board.
Effective April 1, 1968-	Five (5) cents per hour increase across the board.
Effective November 1, 1968-	Five (5) cents per hour increase across the board.

M.S.I. COVERAGE

(Presently split on a 50/50 basis.)

Effective on date of ratification of this agreement, Company to bear 75% Employee 25%.
Effective January 1, 1968, Company to bear 100%.

TERM OF AGREEMENT

Three (3) years, from November 1, 1966 to October 31, 1969, inclusive.

- | | | | |
|-----|---|--------------|---------|
| 14. | The Edmonton Printing Spec-
ialties & Paper Products
Union, Local 547, and
Continental Can Co. | H.J.H. LIBKE | SETTLED |
|-----|---|--------------|---------|

BASIS FOR SETTLEMENT

RATES

<u>Job Classification</u>	<u>Oct. /66</u>	<u>Oct. /67</u>
Pressman O.T.C.	2.74	2.86
Pressman 2 Color	2.68	2.80
App. Asst. Press 6th - 6 months	2.10	2.20
App. Asst. Press 5th - 6 months	1.86	1.92
Pressman Class "a"	2.37	2.50
Pressman Class "a"	2.37	2.50
App. Pressman 3rd - 6 months	1.86	1.92
Stripper Class "a"	2.10	2.20
Stripper Class "b"	1.98	2.08
Lead Hand Finishing	2.74	2.86
Adjuster Class "a"	2.42	2.54
Adjuster Class "b"	2.09	2.21
Diecutter Class "a"	2.74	2.86
Diecutter Class "b"	2.46	2.56
Warehousman	2.10	2.20
Truck Driver	1.85	1.95
General Utility	1.95	2.05
Stitching Machine Operator	1.81	1.86
Stockhandler	1.83	1.90
App. Pressman 3rd - 6 months	1.86	1.92
Service man	2.19	2.30

OVERTIME

Time and one-half for the first 3 hours, double time thereafter.

15. International Moulders and Allied Workers Union, Local 371, Edm. and Barber Machinery Limited, Edmonton. H. J. H. LIME SETTLED

BASIS FOR SETTLEMENTDURATION OF AGREEMENT

Three (3) years, from November 4th, 1966 to November 3rd, 1969.

OVERTIME

In excess of eight (8) hours in a day and forty (40) hours in a week, time and one-half for the first 4 hours and double time thereafter, save and except travelling time which will be paid for at a maximum of time and one-half.

SHIFT PREMIUM

Employees working the afternoon shift will receive a premium of 10 cents per hour.
Employees working the night shift shall receive a premium of 15 cents per hour.
Men assigned to work on a field job will receive a premium of 15 cents per hour.

RATES

Trainee Helper	1.98
Helper	2.09
Trainee Machine Operator	2.15
Group "D" Machine Operator	2.20
Trainee for Group "C"	
Machine Operator	2.25
Trainee for Group "D"	
Machine Operator	2.40

15. Con't.

Group "C" Machine Operator	2.35
Production Machinist	2.50
All-round Machinist:	
Journeyman	3.05
A Class	2.75
B Class	2.54
Apprentice (starting)	1.87

THE ALBERTA LABOR ACT

CONCILIATIONS

JANUARY 1st, 1967 TO MARCH 31st, 1967.

<u>DISPUTE</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. Busco Industries Alberta Ltd., Calgary and the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1725, Calgary.	J. R. HUTTON	SETTLED

BASIS OF SETTLEMENT

WAGES

Minimum Wage Rates for 1967, effective January 1, 1967, as follows:

Start	-----	\$1.50 per hour;
After 30 days	-----	1.55 per hour;
After 60 days	-----	1.60 per hour;
After 90 days	-----	1.65 per hour;
After 6 months	-----	1.75 per hour.

In addition to the above, wage increases for the following categories:

Leading Hand,)	Effective February 1, 1967 - an increase of five (5)
Out-off Man,)	cents per hour;
Service Men,)	
Truck Driver)	Effective July 1, 1967 - an additional increase of
	five (5) cents per hour;

Effective October 1, 1967 - an additional increase of
five (5) cents per hour.

DURATION OF CONTRACT

From January 1, 1967 to December 31, 1967 - for a period of one year.

OTHER TERMS

As agreed to by the parties prior to conciliation.

2. Sheet Metal Workers' Inter- national Association, Local 271, Edmonton and Economy Heating Limited, Edmonton.	H. J. H. HENNE	SETTLED
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BASIS FOR SETTLEMENT

WAGES

Effective the 1st of April, 1967 - \$3.65 per hour
Effective the 1st of April, 1968 - \$3.90 per hour

Sub-Foreman - 15¢ per hour extra

Foreman - 25¢ per hour extra

General Foreman - 50¢ per hour extra

Health and Welfare Fund - 10¢ per worked hour

HOURS OF WORK

Eight (8) hours per day, between 8 a.m. to 5 p.m.
Five (5) days per week, Monday through Friday

OVERTIME

Time and one-half after the first three (3) hours of regular working, Monday through Friday inclusive and after the first four (4) hours Saturday morning.

SHIFT DIFFERENTIAL

Evening and Night Shift - Eight (8) hours pay for seven (7) hours work.

TERM OF AGREEMENT

From February 28th, 1967 to March 31st, 1969.

- | | | | |
|----|---|----------------|---------|
| 3. | International Union of Electrical, Radio and Machine Workers, Local 586, Lethbridge and Automatic Electric (Canada) Limited, Lethbridge, Alberta. | R.H.R. CLEMENT | SETTLED |
|----|---|----------------|---------|

BASIS FOR SETTLEMENT

CLASSIFICATION INCREASES

Classification increases shall apply as follows: Effective February 3, 1967:-

Coil Winder	- - -	Three (3) cents per hour
Female Adjuster	- - -	Six (6) cents per hour

GENERAL INCREASE

General wage increase of fourteen (14) cents per hour on current wages across the board, on and from December 23rd, 1966.

A further general wage increase of fourteen (14) cents per hour across the board, on and from February 1st, 1968.

RETROACTIVITY

Retroactivity from December 23rd, 1966 shall apply to all employees of the Company, employed at the date of ratification.

SHIFT PREMIUM

The Shift Premium shall be increased to nine (9) cents per hour.

DURATION OF AGREEMENT

The Agreement shall be in full force and effect from December 23rd, 1966 to February 2nd, 1969.

- | | | | |
|----|---|----------------|---------|
| 4. | Canadian Union of Public Employees, Local No. 37 and The City of Calgary. | R.H.R. CLEMENT | SETTLED |
|----|---|----------------|---------|

BASIS FOR SETTLEMENT

WAGES

Effective January 1, 1967, an across-the-board increase of six percent (6%).

On and from July 1, 1967, a further across-the-board increase of four percent (4%).

TERM OF AGREEMENT

One year, from January 1, 1967 to December 31st, 1967

- | | | | |
|----|--|--------------|-----------------------|
| 5. | United Imperial Cabs Ltd.,
Calgary and the Driver
Salesmen, Plant, Warehouse
and Cannery Employees, Local
987. | H. N. GRAHAM | CONCILIATION
BOARD |
| 6. | Amalgamated Transit Union,
Division 583, Calgary and the
Corporation of The City of
Calgary, Calgary, Alberta. | J. R. HUTTON | PENDING |
| 7. | International Association of
Cement Masons', Local 139,
Calgary and Oland Construction
Co. Ltd., Calgary. | H. N. GRAHAM | SETTLED |

The parties to the dispute signed a letter of understanding. One significant item, is the institution of an Apprenticeship Scheme -- the first in this industry.

- | | | | |
|----|--|--------------|-----------------------|
| 8. | Beverage Dispensers, Hotel
Service, Culinary and Rest-
aurant Employees Union, Local
579 and the Corona Hotel (Edmonton)
Ltd., Edmonton. | W. A. DWYER | CONCILIATION
BOARD |
| 9. | Canadian Union of Public
Employees, Local 1005, and
Blunt's Kenwood Nursing Home
Limited, Calgary, Alberta. | H. N. GRAHAM | SETTLED |

BASIS FOR SETTLEMENT

UNION SECURITY

The institution of the Rand Formula for all employees working twenty-four (24) regular hours or more per week.

SHIFT DIFFERENTIAL

- (a) A seven (7) cent per hour differential will be granted to Employees working on straight eight (8) hour shifts between the hours of 12:00 noon and 11:30 p.m.
- (b) A ten (10) cent per hour differential will be granted to Employees working on straight eight (8) hour shift, between the hours of 11:00 p.m. and 7:30 a.m.

RATES OF PAY

	<u>1st 6 mos.</u>	<u>2nd 6 mos.</u>
Maids	\$1.15 per hr.	\$1.25 per hour
Tray Girls	1.10 per hr.	1.20 per hour
Practical Nurses	1.15 per hr.	1.25 per hour
Orderlies	\$1.35 per hr.	
Cooks	1.40 per hr.	
Relief Cook	1.30 per hr.	

10.	Henuset Bros. Ltd., and the International Union of Operating Engineers, Local 955.	H.J.H. LIEKE	PENDING
11.	Immaculata Hospital, Westlock and the Building Service Employees' International Union, Local 323A.	J. B. ADAMS	CONCILIATION BOARD
12.	St. Joseph's Chronic Hospital, Edmonton and the Canadian Union of Public Employees, Local 875.	J. B. ADAMS	PENDING
13.	Wetaskiwin-Leduc Auxiliary Hospital and the Canadian Union of Public Employees, Local 875.	J. B. ADAMS	PENDING
14.	Peace River Municipal Hospital and the Canadian Union of Public Employees, Local 890.	J. B. ADAMS	PENDING
15.	Peace River Auxiliary Hospital and the Canadian Union of Public Employees, Local 890.	J. B. ADAMS	PENDING
16.	St. John's Hospital, Edson, and the Canadian Union of Public Employees, Local 41.	J. B. ADAMS	PENDING
17.	Athabasca Municipal Hospital and the Canadian Union of Public Employees, Local 41.	J. B. ADAMS	PENDING
18.	Wetaskiwin Municipal Hospital and the Canadian Union of Public Employees, Local 934.	J. B. ADAMS	PENDING
19.	Barber Machinery Limited, Calgary and the International Molders and Allied Workers Union, Local 360.	H. N. GRAHAM	PENDING
20.	Red Deer Public School District No. 104, Red Deer and the Canadian Union of Public Employees, Local 1012.	J. B. ADAMS	CONCILIATION BOARD
21.	Calgary Typographical Union No. 449 and: John D. McAra Commercial Printers Alberta Job Press Burnand Printing Co. Ltd. West Printing Co. Ltd. Western Printing and Litho. Co. Ltd. Killar Printing Ltd. Humphries Printing Foothills Printers Ltd. Phoenix Press Co. Ltd. Calgary Typesetters	J. R. HUTTON	PENDING

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|------|---|--------------|---------|
| 22. | Canadian Union of Public Employees, Local 1031 - Good Samaritan Auxiliary Hospital Employees and the Good Samaritan Auxiliary Hospital. | J. B. ADAMS | PENDING |
| 23. | Holy Cross Hospital Staff Nurses Association and The Holy Cross Hospital (Grey Nuns), Calgary. | J. R. HUTTON | PENDING |
| 23A. | Red Deer Transit System and the Amalgamated Transit Union, Division 1374. | W. A. DWYER | PENDING |
| 24. | International Brotherhood of Bookbinders, Local 211, Calgary and:

Albertan Job Press
Burnand Printing Co. Ltd.
Commercial Printers (Calgary) Ltd.
Continuous Forms (Alberta) Ltd.
Economy Printers Ltd.
Hickey & Jones
Humphries Printing
Knights Bindery
Kyle Printing Ltd.
Miller Printing Ltd.
John D. McAra Ltd.
Phoenix Press Co. Ltd.
Western Printing & Litho. Co. Ltd.
West Printing Co. Ltd. | H. N. GRAHAM | SETTLED |

BASIS FOR SETTLEMENT

WAGES - FEMALE

Journeymen's Rate - Effective date of signing of contract an increase of fifteen (15) cents per hour.

Effective February 15, 1968 a further increase of fifteen (15) cents per hour.

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|-----|---|----------------|--------------------|
| 25. | International Chemical Workers Union, Local 465, and Consolidated Mining and Smelting Company of Canada Limited, Calgary. | R.H.R. CLEMENT | CONCILIATION BOARD |
| 26. | Canadian Union of Public Employees, Local 838 and the Red Deer General Hospital District No. 15. | H.J.H. LIBKE | PENDING |
| 27. | Canadian Union of Public Employees, Local 838 and the Dr. Richard Parsons Auxiliary Hospital, Red Deer. | H.J.H. LIBKE | PENDING |
| 28. | Engineered Buildings Employees Welfare Association, Calgary and Engineered Buildings Limited, Calgary. | R.H.R. CLEMENT | PENDING |

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|---|----------------|---------|
| 29. United Cement, Lime and Gypsum Workers International Union, 345, Calgary and Domtar Construction Materials Ltd., Calgary. | R.H.R. CLEMENT | PENDING |
| 30. Canadian Union of Public Employees, Local 936, Calgary and Holy Cross (Grey Nuns), Hospital, Calgary, Alberta. | J. R. HUTTON | SETTLED |

BASIS FOR SETTLEMENT

WAGES

Effective January 2nd, 1967, an across the board increase of eight percent (8%) except the Assistant Electrician and the Air Conditioning Mechanic.

Effective January 2nd, 1968, an across the board increase of six percent (6%).

TERM OF AGREEMENT

Two years - from January 1, 1967 to December 31, 1968.

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|--|--------------|---------|
| 31. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579 and the Midtowner Motor Inn Ltd., Edmonton. | W. A. DWYER | PENDING |
| 32. Crownest Pass Municipal Hospital and the Canadian Union of Public Employees, Local 812. | J. R. HUTTON | SETTLED |

BASIS FOR SETTLEMENT

WAGES

Effective January 1, 1967:-

<u>Classification</u>	<u>Rates</u>
Fireman	\$345.00 per month
Fireman (2)	335.00 per month
Orderly	350.00 per month
1st Cook	306.00 per month
2nd Cook	278.00 per month
Housekeeper	235.00 per month
Laundress	235.00 per month
All Others	225.00 per month
1st Clerk	259.00 per month
2nd Clerk	225.00 per month

VACATIONS

Two (2) weeks after one (1) year,
Three (3) weeks after five (5) years.

SICK TIME

Accumulative to ninety (90) days, at one and three-quarters day (1 3/4) per month.

LEAVE OF ABSENCE (Union)

Leave of absence for Union purposes to fourteen (14) days.

TERM OF AGREEMENT

One year agreement, from January 1, 1967 to December 31, 1967, inclusive.

34.	Shannon Glass Ltd., Calgary and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
35.	Filkington Glass Ltd., and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
36.	Colray Manufacturing & Dist. Ltd., and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
37.	Bogardus Wilson Ltd., and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
38.	Canadian Pittsburgh Industries Ltd., and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
39.	Crystal Installations Ltd., and the Glassworkers, Local 1725.	J. R. HUTTON	PENDING
40.	Custom Glass Ltd., and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
41.	Western Glass Ltd., Cal. and the Glassworkers Union, Local 1725.	J. R. HUTTON	PENDING
42.	Salvation Army Grace Hospital (Calgary) and the Staff Nurses Association of the Salvation Army Grace Hospital.	J. R. HUTTON	PENDING
43.	High River Hospital and the Staff Nurses Association of the High River Hospital.	J. R. HUTTON	PENDING
44.	Alberta Children's Hospital and the Staff Nurses' Association of the Alberta Children's Hospital.	J. R. HUTTON	PENDING
45.	Canadian Union of Public Employees, Local 1032 and the County of Newell No. 4, Brooks, Alberta.	T.T. GROTHEN	PENDING
46.	Modern Lathing (Edmonton) Ltd., and the Operative Plasterers' & Cement Masons' International Association, Local 372	W. A. Dwyer	PENDING

47.	Amalgamated Plastering Co. Ltd. and the Operative Plasterers' & Cement Masons' International Association, Local 372.	W. A. DWYER	PENDING
48.	Northland Plastering and the Operative Plasterers' and Cement Masons' International Association, Local 372.	W. A. DWYER	PENDING
49.	Double Duty Drywall Ltd. and the Operative Plasterers' and Cement Masons' International Association, Local 372.	W. A. DWYER	PENDING
50.	E. Klapstein and the Operative Plasterers' and Cement Masons' Local 372.	W. A. DWYER	PENDING
51.	Fred Blanchard & Son Ltd., and the Operative Plasterers' and Cement Masons', Local 372	W. A. DWYER	PENDING
52.	C. Beckett Co. Ltd. and the Operative Plasterers' & Cement Masons', Local 372.	W. A. DWYER	PENDING
53.	Byer & Moffat and the Operative Plasterers' & Cement Masons', Local 372.	W. A. DWYER	PENDING
54.	Guimont & Lewin and the Operative Plasterers' & Cement Masons', Local 372.	W. A. DWYER	PENDING
55.	Gateway Plastering & Stucco and the Operative Plasterers' and Cement Masons', Local 372.	W. A. DWYER	PENDING
56.	F. J. McDaniel's Ltd. and the Operative Plasterers' and Cement Masons', Local 372.	W. A. DWYER	PENDING
57.	Riehl Bros. and the Operative Plasterers' and Cement Masons', Local 372.	W. A. DWYER	PENDING
58.	Sullivan & Stewart Plastering Contractors and the Operative Plasterers' and Cement Masons, Local 372.	W. A. DWYER	PENDING
59.	Vacon Associates Ltd. and the Operative Plasterers' and Cement Masons', Local 372.	W. A. DWYER	PENDING
60.	The City of Calgary and the National Union of Public Employees, Local 38 (City Hall Staff Association).	R.H.R. CLEMENT	PENDING
61.	Miller Motors Limited and the Sheet Metal Auto Body Motor Mechanics and Allied Production Workers, Local 414.	H.J.H. LIBKE	PENDING

62.	St. Michael's General Hospital and the Staff Nurses Association of St. Michael's General Hospital, Lethbridge.	J. R. HUTTON	PENDING
63.	Medicine Hat General Hospital and the Staff Nurses Association of the Medicine Hat General Hospital.	J. R. HUTTON	PENDING
64.	Lethbridge Municipal Hospital District No. 65 and the Staff Nurses' Association of the Leth. Municipal Hospital.	J. R. HUTTON	PENDING
65.	The Coachman Inn and the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579.	W. A. Dwyer	PENDING
66.	General Bakeries Ltd. and the Retail, Wholesale and Department Store Union, Local 980.	H. N. GRAHAM	PENDING
67.	Grande Prairie Municipal Hospital and the Staff Nurses' Association of the Grande Prairie Municipal Hospital.	J. R. HUTTON	PENDING
68.	North Hill News, Calgary and the Canadian National Printing Trades Union, Local No. 1	R.H.R. CLEMENT	SETTLED

BASIS FOR SETTLEMENT

WAGES

Retroactive to January 1, 1967 an increase of twenty-five (25) cents per hour

TERM OF AGREEMENT

One (1) year from January 1, 1967 to December 31, 1967.

69.	The Calgary School Board District No. 19 and the Canadian Union of Public Employees, Local 40	H. N. GRAHAM	PENDING
70.	Office and Professional Employees International Union, Local 379 and the United Brotherhood of Carpenters & Joiners of America, Local 1325.	H.J.H. LIEKE	PENDING

71. Calgary Inn Ltd., and the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees International Union, Local 265.	R.H.R. CLEMENT	SETTLED
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BASIS FOR SETTLEMENT

WAGES

Retroactive to March 1st, 1967:-

	<u>March 1, 1967</u>	<u>March 1, 1968</u>
Bar Tenders	\$ 95.00 per week	\$100.00 per week
Bar Porters	74.50 per week	76.50 per week
Waiters	68.00 per week	70.00 per week

TERM OF CONTRACT

Two years, from March 1st, 1967 to February 28th, 1969.

SCOPE

Amended to be agreement covering Owls Nest Cocktail and Dining Lounge.

STATUTORY HOLIDAYS

For all worked performed on the following Holidays:- Victoria Day, Dominion day, Labour Day, Thanksgiving Day, Remembrance Day, Boxing Day and Calgary Day double time shall be paid to employees.

ARTICLE VI - 1 (NEW CLAUSE (a))

"In a week in which the employer's place of business is closed on an Election Day, Good Friday, Christmas Day, New Year's Day, the employees shall be paid the regular weekly wage for four (4) days worked."

72. Brown Royal Fruit Wholesale (Branch of Dominion Fruit Limited), and Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987.	H.J.H. LIBKE	PENDING
73. Bonnyville School Division No. 46, Bonnyville and the Canadian Union of Public Employees, Local 474.	W. A. DWYER	PENDING
74. Trans-Canada Freezers Ltd., Lethbridge and Creosote and Miscellaneous Employees, Local 658, Calgary.	H. N. GRAHAM	PENDING
75. Trend Wall Contractors Ltd., and Wood, Wire and Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
76. Modern Lathing Ltd., and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING

77.	Amalgamated Plastering Co. Ltd., and the Wood, Wire and Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
78.	S. G. Hesp Lathing, Edm. and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
79.	Vacon Associates Ltd., Edm. and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
80.	Fred Blanchard & Son (1963) Ltd., Edmonton and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
81.	G. R. Bryer & Associates, and the Wood, Wire and Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
82.	W. Langner, Edmonton and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
83.	Allaco Holdings Limited, and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
84.	C. Beckett & Co. Ltd., and the Wood, Wire & Metal Lathers International Union, Local 205.	H.J.H. LIBKE	PENDING
85.	Three Hills School Division No. 60, Trochu, Alberta and The Alberta Teachers' Association.	R.H.R. CLEMENT	PENDING
86.	Canadian Industries Limited and the International Chemical Workers Union, Local 460.	H. N. GRAHAM	PENDING

THE ALBERTA LABOUR ACT
SYNOPSIS OF CONCILIATION

BOARD AWARDS

JANUARY 1st, 1967 TO MARCH 31st, 1967

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362, Calgary, and Consolidated Concrete Limited, Grande Prairie, Alberta.

Chairman - Mr. E. S. Sunley
Company Member - Mr. W. A. Miller
Union Member - Mr. J. P. Christensen

Unanimous Award

This is a first agreement setting the rates of pay effective August 1st, 1967 at \$2.05 per hour and effective January 1st, 1968 at \$2.15 per hour. It also provided for a .10¢ deferential over and above the minimum rates for Tractor Trailer Drivers.

2. Public School Caretakers Association, Local 474, C.U.P.E. and the Edmonton Public School Board, Edmonton, Alberta.

Chairman - Mr. Brian Williams
Company Member - Mr. J. W. K. Shortreed
Union Member - Mr. R. Jamha

Unanimous Award

During the course of the Conciliation hearings, the parties involved were able to resolve their differences and reached agreement.

3. Retail Clerks International Association, Local 401, and Canada Safeway Limited, Dominion Stores Limited, and Loblaw's Groceries Co. Limited, all of Edmonton, Alberta.

Chairman - Mr. J. D. McFetridge
Company Member - Mr. A. O. Ackroyd
Union Member - Mr. Roy Jamha

Unanimous Award

This award established rates of pay as follows:-

	<u>August 1,</u> <u>1966</u>	<u>February 5,</u> <u>1967</u>	<u>July 31,</u> <u>1967</u>	<u>February 4,</u> <u>1968</u>
<u>Students</u>				
0 - 4 Months	\$1.41	\$1.51	\$1.56	\$1.61
4 - 8 Months	1.46	1.56	1.66	1.71
8 - 12 Months	1.56	1.71	1.76	1.81
12 - 16 Months	1.66	1.81	1.86	1.91

Student rates apply only to those students attending an accredited school of learning. This does not, however, include night schools. Upon completion of education, students will be credited with previous experience as follows:-

1. A minimum of fifty per cent (50%) but not to exceed a total of one (1) year's experience except.
2. Females with six (6) or more full months (1041 hours or more) experience shall receive full credit for their experience.

	<u>August 1, 1966</u>	<u>February 6, 1967</u>	<u>July 31, 1967</u>	<u>February 4, 1968</u>
<u>Utility Clerks (Male)</u>				
0 - 6 Months	\$1.51	\$1.61	\$1.71	\$1.81
6 - 12 Months	1.71	1.81	1.91	2.01
12 - 18 Months	1.86	1.96	2.06	2.16
Over 18 Months	2.09	2.19	2.29	2.39

Female

0 - 5 Months	1.51	1.61	1.71	
5 - 10 Months	1.61	1.71	1.81	
10 - 15 Months	1.71	1.81	1.91	
15 - 20 Months	1.81	1.91	2.01	
Over 20 Months	1.99	2.09	2.19	
0 - 4 Months				\$1.76
4 - 8 Months				1.86
8 - 12 Months				1.96
12 - 16 Months				2.06
Over 16 Months				2.24

Head Cashier

0 - 3 Months	2.04	2.14	2.24	2.29
Over 3 Months	2.09	2.19	2.29	2.34

Male

0 - 6 Months	1.61	1.71	1.81	
6 - 12 Months	1.81	1.91	2.01	
12 - 18 Months	1.96	2.06	2.16	
18 - 24 Months	2.11	2.21	2.31	
Over 24 Months	2.41	2.51	2.61	
0 - 5 Months				1.91
5 - 10 Months				2.11
10 - 15 Months				2.26
15 - 20 Months				2.41
Over 20 Months				2.71

Produce Operator and/or Manager

Premium Rate Clerk

In the absence of other compensation in an equal or greater amount, the clerk in charge of the Produce Department shall receive a rate ten (10) cents more than the journeyman rate as follows:-

2.51	2.61	2.71	2.81
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It also provided for four (4) weeks vacation in 1967 after nineteen (19) years of continuous employment and four (4) weeks vacation with pay after eighteen (18) years of continuous service in 1968.

4. Amalgamated Transit Union, Division 1374, Calgary, and Brewster Transport Company Limited, Banff, Alberta.

Chairman - Mr. W. B. Gill, Q.C.
 Union Member - Mr. Jack Hampson
 Company Nominee - Mr. K. C. Barriss

Majority Award - Union member dissenting

This was the first award establishing wages as follows:-

<u>ITEM</u>	<u>WAGES</u> Retroactive to <u>October 1st, 1966</u>	<u>CLASSIFICATION</u>	<u>RATES to</u> <u>October 31st,</u> <u>1967</u>	<u>RATES effective</u> <u>October 31st,</u> <u>1967</u>
1.		<u>Bus Drivers</u>	E 1.75 D 1.92 C 2.09 B 2.26 A 2.43	2.00 2.17 2.34 2.51 2.68
		<u>Conventional</u> <u>Bus Drivers:</u> (School Bus Type)	1.70	1.85
		<u>Limousine &</u> <u>Trucker Drivers</u>	1.70	1.85
		<u>Taxi Drivers:</u>	1.30	1.40
		<u>Parking Lot</u> <u>Attendants:</u>	1.25	1.30
		<u>Mechanics:</u>	C 2.45 B 2.50 A 2.55	2.70 2.75 2.80
		<u>Mechanic's</u> <u>Helpers:</u> (Registered Apprentices)	These are governed by the Apprenticeship Board - 55% Of Journeyman rates, then 10% increase each year to 100%	
		<u>Servicemen</u>		
		Class 1	1.45	1.65
		Class 2	1.80	2.00
		<u>Ticket Agents</u>		
		\$260/month to \$280/month	\$285/month to \$305/month	

It also provided for the Rand Formula, the agreement to be for two (2) years.

5. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton, and Rosslyn Hotel (Griesbach Development Co. Ltd.) Edmonton, Alberta.

Chairman - Mr. John Halls
Company Member - Mr. Norman Darbyshire
Union Member - Mr. G. A. Lucas

Unanimous Award

This is a first agreement provided for maintenance of membership, of 48-hour week, six (6) statutory holidays, and rates of pay ranging from \$1.75 for waiters, sparmen, and bar porters; \$2.10 for supervisors, or tapmen; and \$2.20 for mixers.

The agreement to be for one (1) year.

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARDS

JANUARY 1st, 1967 TO MARCH 31st, 1967.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULTS</u>
1. Truckers, Cartagemen, Construction and Building Material Employees, Local 362.	Consolidated Concrete Limited, Grande Prairie, Alberta.	EMPLOYEES REJECTED EMPLOYER REJECTED
2. Retail Clerks International Association, Local 401.	Dominion Stores, Edmonton	EMPLOYEES ACCEPTED EMPLOYER ACCEPTED
3. Retail Clerks International Association, Local 401.	Canada Safeway Limited, Edmonton	EMPLOYEES ACCEPTED EMPLOYER ACCEPTED
4. Retail Clerks International Association, Local 401.	Loblav's Groceterias Co. Ltd.	EMPLOYEES ACCEPTED EMPLOYER ACCEPTED

THE ALBERTA LABOUR ACT

VOTES

STRIKE ACTION

JANUARY 1st, 1967 TO MARCH 31st, 1967.

UNION

COMPANY

RESULT

1. The Alberta Teachers'
Association

Camrose School District Employees
No. 1315, Camrose,
Alberta. voted for.

THE ALBERTA LABOUR ACT

VOTES

SELECTION OF A BARGAINING AGENT

JANUARY 1st, 1967 TO MARCH 31st, 1967.

	<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1.	Caproco Employees' Association, Edmonton.	Caproco Corrosion Prevention Ltd., Edmonton.	FOR
2.	Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton	Great Canadian Oil Sands Limited, Fort, McMurray	
	Great Canadian Oil Sands Employees' Association, Fort McMurray.		FOR
3.	Glass Town Office Workers, Local No. 234, Medicine Hat.	Dominion Glass Company Limited, Redcliff.	FOR
4.	United Glass and Ceramic Workers of North America, Medicine Hat Local No. 204, Medicine Hat.	National Porcelain (Division of Medicine Hat Brick and Tile Company Limited), Medicine Hat, Alberta.	AGAINST
5.	United Packinghouse, Food and Allied Workers, Local 799, Calgary.	Pak-Wel Produce Ltd., Vauxhall, Alberta.	AGAINST